



# MEASUREMENT OF JOB SATISFACTION BY AUTONOMY AND EMPOWERMENTAL OPPORTUNITIES OF MUNDARI TRIBAL GROUPS OF THE DISTRICT NORTH 24 PARGANAS IN WEST BENGAL

Bipul Chakraborty<sup>1</sup>, Prof. Gautam Ghosh<sup>2</sup>, Prof. (Dr.) Amitava Bhowmick<sup>3</sup>

<sup>1</sup> Ph.D. Research Scholar, Department of Education, Swami Vivekananda University, Barrackpore, Kolkata, West Bengal

<sup>2</sup> Asst. Prof. & Teacher In Charge (TIC), Global Institute Of Education, Krishnagar, West Bengal. Academic Counselor, Ranaghat College, Indira Gandhi National Open University

<sup>3</sup> Assistant Professor, Department Of Education, Swami Vivekananda University, Barrackpore, Kolkata, West Bengal

## ABSTRACT

**E. E. (1972).** Job satisfaction explains how much an employee is self-motivated, content, and satisfied with his or her job. job satisfaction happens when employees feel like they have a stable job, room to grow in their career, and a good mix between work and personal life. this means that the employee is happy at work because the work meets the person's standards. this research investigates both positive and negative effects on society of more people seeking and achieving a higher educational level of mundari sub – caste in west bengal. the paper represents for individuals, **Leonard, M. D. (1982).**, the result of greater educational achievement has been well studied and documented. it is a major route to higher social status. for a society, however, it may not be universally positive we will present these and discuss additional results obtained on job satisfaction. further, it was compare mundari villeg and bagdha block to consider how each block attempts to address this issue by autonomy and opportunities in 5 block and people of bagdah, bangon, hingalgangh, minakhan, sarupnagar, sandeshkhali – ii villeges have to need many social dynamics such as the importance of education for social mobility. In tribal education and social system, yet, they differ in different types of educational structure, which in turn affects individual job-seeking skilled based behavior. thus, it was a meaningful comparison for job satisfaction in tribal community.

**KEYWORDS:** Job Satisfaction, Autonomy, Job Opportunities, Tribal Groups, Community Development Block

## INTRODUCTION

Job satisfaction is the degree to which people like their jobs. in other words, by the social reviews, it refers to a subjective evaluation that the worker makes of her own job, either in its entirety or with respect to its different attributes in tribal community. Daxa, C. (1999), this requires primary care providers to change and improve their performance of Mundari tribes in 24 north paraganas., therefore, study on the job performance is conducive to improve the quality of primary education health care services and the sense of access of primary care providers by autonomy and empowermental opportunities.



job satisfaction describes the degree to which individuals enjoy their job. it was described by edwin locke (1976) as the state of feeling resulting from appraising one's job experiences. to understand the current status of job performance among primary care providers in 5 block and people of bagdah, bangon, hingalgangh, minakhan, sarupnagar, sandeshkhali – ii villeges have to need many social dynamics such as the importance of education for social mobility, explore the impact of job satisfaction and social support on job performance, further to improve the job performance of primary care providers and ensure the stable development of primary health and educational services. there are two major forms of job satisfaction: intrinsic and extrinsic job satisfaction. intrinsic job satisfaction is the contentment with the type of work the employee is doing, while extrinsic job satisfaction encompasses the environment that the job is being completed in. as an attitude like all others, job satisfaction come to know by affective, cognitive and behavioural to understand the status of autonomy and empowermental opportunities based job satisfaction of mundari tribal groups of 24 north paraganas in west Bengal.

## OBJECTIVE

1. To know the status of autonomy based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal.
2. To know the status of Empowermental opportunities based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal.

## HYPOTHESIS

- H<sub>0</sub>:** Trend of autonomy has no effect on job satisfaction of mundari tribal group in north 24 paraganas, west bengal
- H<sub>0</sub>:** Empowermental opportunities has no impact on job satisfaction of mundari tribal groups in north 24 paraganas, west bengal.

## RESEARCH QUESTION

1. What is the status of autonomy based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal?
2. What is the status of opportunities based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal?

## METHODOLOGY

A qualitative survey approach has been used for this study. Daxa, C. (1999), Both qualitative and quantitative data have been collected from selected samples with reference to the above objectives. The population of the study has taken from all Mundari tribal groups of seven block in 24 north paraganas. The questionnaires have been administered to the mundari male and Mundari female groups. The data of enrolment have been collected from 7 blocks like bagdah, gaighata, bongon, sarupnagar, minakhan, hingalgange, sandahkhali – II bongaon and basirhath sub-division have been selected. For selection of stratified random sampling has been used for data collection of Mundari tribal group. For selection of Job Satisfaction and Autonomy scale, **Andrew and Whitely Job Satisfaction Scale** is used which is a five item scale that measures the job satisfaction of employees on a 7 point Likert scale ranging from delighted (1) to terrible (7). stratified random sampling has been used.

The validity and reliability of the scale has been confirmed through multiple studies across different sectors. Specifically, study done by Van Saaane et. al. (2003) reviewed available job satisfaction measuresto evaluated their validity and reliability in hospital settings. The review concluded that Andrewand Withey Job Satisfaction Questionnaire had high reliability and construct validity, andconsidered it a useful tool to evaluate job satisfaction in this paper.

## SAMPLES

500 samples are used for this study such as 250 meal mundari, 250 female Mundari, 100 working Mundari, 100 non worker and non-enrolled Mundari, and 5 community members.

## TOOLS

5 tools have been used for data collection such as- (1) Community Members' Questionnaire, (3) Non-Enrolled Children's Interview Schedule, (4) Parents' questionnaire, (5) Tribal Students' Questionnaire.

## COLLECTION OF DATA

Collection of data has been done by administering questionnaires to teachers, parents, community members and students of selected upper primary schools

and an interview schedule to non-enrolled children and Mundari tribal groups in such block in 24 north paraganas, west Bengal .

## REVIEW OF RELATED LITERATURE

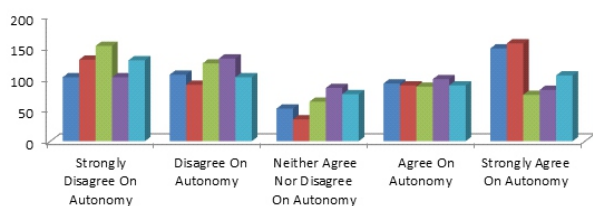
Ali, N., and Akhtar, Z. (1999). The study aims to explore the influence of occupational stress and organizational climate on job satisfaction of managers and engineers working in Indian Oil Corporation Limited, Mathura, India. Cardona, M. M. (1996). In today's changing world the business environment is changing rapidly. The emergence of e-commerce and development of information and technology plays a significant role in the nature of work as well as their attitude towards the organization. Daxa, C. (1999). The commitment of employees is affected by several factors, including factors related to the organizational climate. The aim of this study was to investigate the organizational climate in manufacturing sector "Electromags". Hackman, J. R., and Oldham, G. R. (1976). A model is proposed that specifies the conditions under which individuals will become internally motivated to perform effectively on their jobs. Karl, V., and Sutton, P. (1998). A comparison of public and private sector workers revealed private sector workers place the highest value on good wages, while public sector workers valued interesting work the most. Lodahl, T. M., and Kejner, M. (1965). The model and posited hypotheses were tested using structural equation modelling analysis. The results indicated that job involvement positively and significantly affects job satisfaction and organizational commitment. Schneider, B., Hanges, P. J., Smith, D. B., and Salvaggio, A. N. (2003). However, our results should be interpreted in light of several limitations. First, we have no information regarding the procedures used during the administration of the surveys. Second, because all organizations did not use the same set of items nor did an organization necessarily. Wanous, J. P., and Lawler, E. E. (1972). This study analyses job satisfaction in the Maritime Safety Authority of Fiji (MSAF), a public sector entity undergoing reform. Virginia P. R., James C. M., and Leonard, M. D. (1982). Portions of three earlier studies relating differences in employees to employee satisfaction and one study relating management communication style (MCS) to employee satisfaction were replicated across four organizational contexts.

## ANALYSIS AND INTERPRETATION

Once the culture has been established, a sense of security and stability can improve employees' job satisfaction. Security may come from believing that you are working for a growing organization with long-term ambitions in tribal community. Knowing this will also allow employees to instill a sense of belonging towards the community by agro economical and job based application in Mundari community .

## Measurement of autonomy based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal

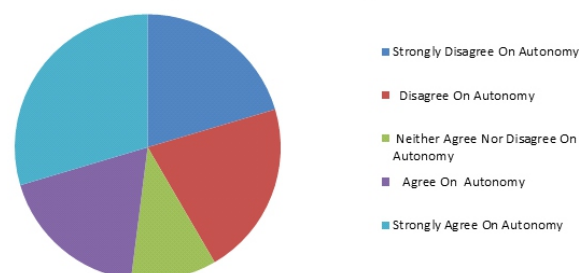
**Trend Of Autonomy Of Mundari Tribal Group On Job Satisfaction**



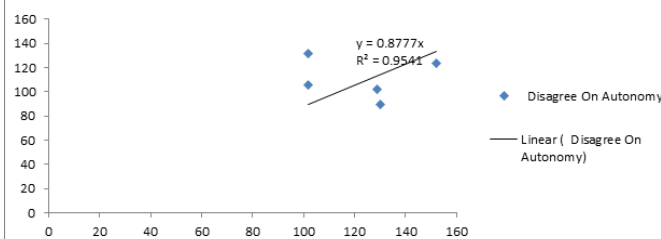
**Correlation of autonomy on job satisfaction of Mundari tribes**

	Strongly Disagree On Autonomy	Disagree On Autonomy	Neither Agree Nor Disagree On Autonomy	Agree On Autonomy	Strongly Agree On Autonomy
Strongly Disagree On Autonomy	1				
Disagree On Autonomy	-0.11063	1			
Neither Agree Nor Disagree On Autonomy	-0.21358	0.74915	1		
Agree On Autonomy	-0.82608	0.534156	0.537523	1	
Strongly Agree On Autonomy	-0.30179	-0.84871	-0.80773	-0.17977	1

**Representation Of spatial value Autonomy Based Job Satisfaction Of Mundari Tribal Groups Of 24 North Paraganas In West Bengal**



**Correlation Between Disagree And Strongly Disagree On Autonomy For Job Satisfaction**



## Career advancement and satisfaction of Mundari tribals groups

In 24 north paraganas, Job satisfaction may increase when employees work with their managers to develop a personalized career development plan. Aside from the usual performance review, employees may be satisfied and happy to stay in the organization with many growth opportunities in served block in bagdah, hangalgange, sarupnagar, sandashkhali and bongone



## Workplace conditions and community assurance

Leonard, M. D. (1982), Job satisfaction increases when the workplace environment is flexible and collaborative. Such an environment includes a workplace that values differing opinions and perspectives and genuine and constructive feedback autonomy based assessment in munda tribal community

## Descriptive data analysis for autonomy based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal

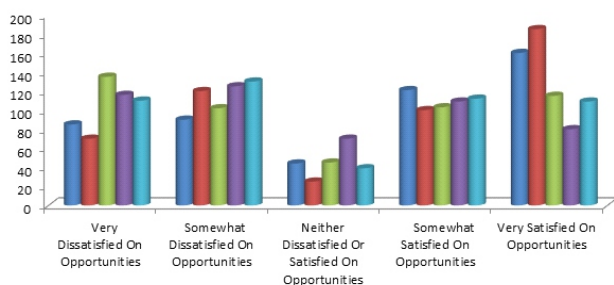
Strongly Disagree On Autonomy		Disagree On Autonomy		Neither Agree Nor Disagree On Autonomy		Agree On Autonomy		Strongly Agree On Autonomy	
Mean	123	Mean	110.8	Mean	62	Mean	91.2	Mean	113
Standard Error	9.507891	Standard Error	7.605261	Standard Error	8.740709	Standard Error	2.107131	Standard Error	16.76305
Median	129	Median	106	Median	63	Median	89	Median	105
Mode	102	Mode	#N/A	Mode	#N/A	Mode	#N/A	Mode	#N/A
Standard Deviation	21.26029	Standard Deviation	17.00588	Standard Deviation	19.54482	Standard Deviation	4.711688	Standard Deviation	37.48333
Sample Variance	452	Sample Variance	289.2	Sample Variance	382	Sample Variance	22.2	Sample Variance	1405
Kurtosis	-1.2702	Kurtosis	-1.63226	Kurtosis	-0.72015	Kurtosis	2.297297	Kurtosis	-2.83259
Skewness	0.278626	Skewness	0.172587	Skewness	-0.35259	Skewness	1.512436	Skewness	0.25919



Range	50	Range	42	Range	50	Range	12	Range	82
Minimum	102	Minimum	90	Minimum	35	Minimum	87	Minimum	74
Maximum	152	Maximum	132	Maximum	85	Maximum	99	Maximum	156
Sum	615	Sum	554	Sum	310	Sum	456	Sum	565
Count	5	Count	5	Count	5	Count	5	Count	5
Largest(1)	152	Largest(1)	132	Largest(1)	85	Largest(1)	99	Largest(1)	156
Smallest(1)	102	Smallest(1)	90	Smallest(1)	35	Smallest(1)	87	Smallest(1)	74
Confidence Level(95.0%)	26.39814	Confidence Level(95.0%)	21.11559	Confidence Level(95.0%)	24.2681	Confidence Level(95.0%)	5.850333	Confidence Level(95.0%)	46.5417

### Measurement of Empowerment opportunities based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal

**Measurement Of Empowerment Opportunities Based Job Satisfaction Of Mundari Tribal Groups**



The behaviors of an organization's leadership team have an impact on its culture. Employees desire that they are all treated with respect and fairness by block and district level assessment. Community member must serve as role models by treating others with respect and holding others accountable for doing the same. Effective communication and employee-friendly organizational policies are examples of showing respect to others backward tribal service from rural to urban development of migrational satisfaction in their social life.



**Anova: Single Factor for Measurement of Empowerment opportunities based job satisfaction of Mundari tribal groups of 24 north paraganas in west Bengal**

SUMMARY						
Groups	Count	Sum	Average	Variance		
Very Dissatisfied On Opportunities	5	516	103.2	663.7		
Somewhat Dissatisfied On Opportunities	5	567	113.4	282.8		
Neither Dissatisfied Or Satisfied On Opportunities	5	223	44.6	265.3		
Somewhat Satisfied On Opportunities	5	545	109	67.5		
Very Satisfied On Opportunities	5	649	129.8	1772.7		
ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	21140	4	5285	8.658257	0.000317	2.866081
Within Groups	12208	20	610.4			
Total	33348	24				

	Very Dissatisfied On Opportunities	Somewhat Dissatisfied On Opportunities	Neither Dissatisfied Or Satisfied On Opportunities	Somewhat Satisfied On Opportunities	Very Satisfied On Opportunities
Very Dissatisfied On Opportunities	1				
Somewhat Dissatisfied On Opportunities	0.060937	1			
Neither Dissatisfied Or Satisfied On Opportunities	0.572782	0.074659	1		
Somewhat Satisfied On Opportunities	-0.1063	-0.4017	0.280228	1	
Very Satisfied On Opportunities	-0.83706	-0.3872	-0.82184	-0.07805	1

### Concentrate on employee engagement and value of satisfaction growth

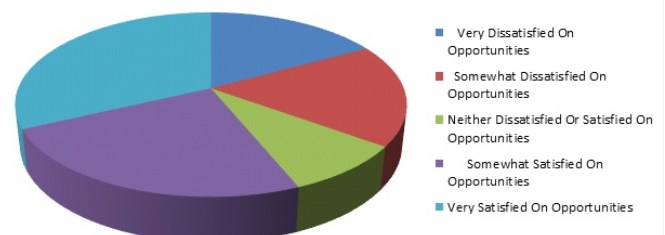
Invest time and effort in fostering a culture where employees can grow and enjoy working. Keep an eye on your organization's employee engagement surveys to growth rural economical and job enrollment growth in different block in north 24 paraganas in west bengal. Look at what your employees enjoy or don't enjoy about the organization. Then, devise a plan to tackle the areas lacking and strengthen those that encourage engagement.

### Create opportunities for career progression of tribal student in munda community

Oldham, G. R. (1976), Employees are looking for opportunities to grow and progress in their careers. They can create coaching and mentoring programs or leadership skill development to develop your talented employees among Mundari sub caste of west Bengal by NGO and rural social service like IRDP, MGNREGA ect.



**Distribution Of Value Of Empowerment Opportunities Based Job Satisfaction Of Mundari Tribal Groups Of 24 North Paraganas In West Bengal**



### Provide on-the-job training to Mundari groups

Employees appreciate organizations that invest in providing on-the-job training to their existing employees. As a result, employees are more engaged in their job,

and their performance and productivity level also increase to the Mundari groups by block and district level for satisfaction based development

#### Provide opportunities for professional growth for munda tribes

Worker and employees' career development will make them feel appreciated and have opportunities to grow in their careers. Professional development includes providing them training to up skill their existing skills and expertise for corporate job and engaged by urban economy for social and cultural growth in tribal life of west Bengal

t-Test: Paired Two Sample for Means for Measurement of Empowerment opportunities based job satisfaction of Mundari tribal groups		
	Somewhat Dissatisfied On Opportunities	Very Dissatisfied On Opportunities
Mean	113.4	103.2
Variance	282.8	663.7
Observations	5	5
Pearson Correlation	0.060937	
Hypothesized Mean Difference	1	
df	4	
t Stat	0.68814	
P(T<=t) one-tail	0.264597	
t Critical one-tail	2.131847	
P(T<=t) two-tail	0.529194	
t Critical two-tail	2.776445	

t-Test: Paired Two Sample for Means for Measurement of Empowerment opportunities based job satisfaction of Mundari tribal groups		
	Very Satisfied On Opportunities	Somewhat Satisfied On Opportunities
Mean	129.8	109
Variance	1772.7	67.5
Observations	5	5
Pearson Correlation	-0.07805	
Hypothesized Mean Difference	1	
df	4	
t Stat	1.017272	
P(T<=t) one-tail	0.183275	
t Critical one-tail	2.131847	
P(T<=t) two-tail	0.366549	
t Critical two-tail	2.776445	

#### CONCLUSION



The data of enrolment have been collected from 7 blocks like bagdah, gaighata, bongon, sarupnagar, minakhan, hingalgange, sandakhali – II bongaon and basirhath sub-division have been selected. For selection of stratified random sampling has been used for data collection of Mundari tribal group. For selection of Job Satisfaction and Autonomy scale, **Andrew and Whitely Job Satisfaction Scale** is used which is a five item scale that measures the job satisfaction of employees on a 7 point Likert scale ranging from delighted (1) to terrible (7). stratified random sampling has been used to represents. An important finding for organizations to note is that job satisfaction has a rather tenuous correlation to productivity on the job in Mundari tribal groups. Trend of autonomy has an

effect on job satisfaction of mundari tribal group in north 24 paraganas, west bengal, This is a vital piece of information to researchers as the idea that satisfaction and job performance are directly related to one another is often activity in the rural and in non-academic management of autonomy of tribal worker of 24 north paraganas tribal area. **Daxa, C. (1999).**, A recent data analysis, found surprisingly low correlations between job satisfaction and opportunities and also autonomy. Further, the analysis and data interpretation, graphically found that the relationship between satisfaction and performance can be moderated by job complexity, such that for high-complexity jobs the correlation between satisfaction and performance is higher than for jobs of low to moderate complexity.



Empowerment opportunities has great impact on job satisfaction of mundari tribal groups. Additionally, one longitudinal study indicated that among work attitudes, job satisfaction is a strong predictor of absenteeism, suggesting that increasing job satisfaction and organizational commitment are potentially good strategies for reducing absenteeism and turnover intentions. data analysis and research has also shown that intention to quit alone can have negative effects on Empowerment opportunities performance, organizational deviance, and organizational citizenship behaviours. In short, the relationship of satisfaction to productivity is not as straight forward as often assumed and can be influenced by a number of different work-related constructs, and the notion that in block like gaighata, bongon, sarupnagar, minakhan, hingalgange, sandakhali – II, worker is a productive worker should not be the foundation of organizational decision-making for job satisfaction in study area.

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